

SULLIVAN & YAECKEL
LAW GROUP
A PROFESSIONAL CORPORATION

**2330 THIRD AVENUE
SAN DIEGO, CALIFORNIA 92101**

**PHONE 619-702-6760
FACSIMILE 619-702-6761**

April 17, 2025

Labor and Workforce Development Agency
Attn. PAGA Administrator

Submitted Via Online Filing

Re: **Christian Olande v. Verizon Connect, Inc., Verizon Communications, Inc., and Verizon Corporate Resources Group, LLC**
Our File No.: 7459

Dear Administrator:

Please allow this correspondence to serve as “written notice,” as required by California Labor Code section 2699.3(a)(1), of the specific provisions of the California Labor Code believed to have been violated by Verizon Connect, Inc., Verizon Communications, Inc., and Verizon Corporate Resources Group, LLC (hereinafter collectively referred to as “Verizon”), in the above referenced matter. This “written notice” is filed on behalf of Christian Olande (hereinafter referred to as “Plaintiff” or “Mr. Olande”) and all current and former non-exempt employees employed by Verizon. Thank you for your assistance and instruction on this issue.

Please Note: In providing said notice, Plaintiff intends to proceed in a “representative capacity only.” Plaintiff is not seeking any individual relief. This is consistent with recent California Court of Appeal precedent. See *Balderas v FreshStart Harvesting, Inc.* (2024) 101 Cal.App.5th 533; *Rodriguez v. Packers Sanitation Services Ltd., LLC* (2025) 109 Cal.App.5th 69. However, Plaintiff is also aware of a potentially conflicting Court of Appeal Opinion in *Leeper v. Shipt, Inc.* (2024) 107 Cal.App.5th 1001. The *Leeper* Court required a PAGA Plaintiff to proceed on a representative and individual basis. Accordingly, Plaintiff has also provided notice herein of individual labor code violations experienced by Plaintiff. Plaintiff will pursue penalties for these individual violations only in the event that future precedent, or a ruling from the Court, requires that Plaintiff proceed in an individual and representative basis.

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The specific provisions alleged to have been violated by Verizon are as follows:

CALIFORNIA LABOR CODE SECTIONS 201-203, 204, 226, 226(a), 226.7, 227.3, 510, 511, 512, 1194, and 2802, as well as IWC Wage Order 4, and/or any other applicable wage orders, codified as Title 8, California Code of Regulations, section 11040 *et seq.*, or any other applicable wage orders.

Facts and theories supporting the allegations: Mr. Olande was employed as an employee for Verizon from approximately February, 2022 through approximately December, 2024.

Throughout the term of Plaintiff's employment, Verizon required Plaintiff and all other non-exempt employees to experience actions illegal under the California Labor Code, including the following:

Minimum Wage and Overtime Violations

- Verizon failed to provide all compensation, including minimum wage and overtime compensation, as well as compensation for work performed inside of Meal and Rest Periods, to its employees in violation of, *inter alia*, Labor Code sections 204, 1194, 510, IWC Wage Order 4, and/or any other applicable wage orders. This illegal action is due, in part, to Verizon's policies of (1) failing to properly retain accurate Time Records, in violation of California law, and (2) failing to provide compensation (including both minimum and overtime compensation) for all time worked by the employees, or in control of the employer. For instance, Verizon would instruct Plaintiff to report scheduled (as opposed to *actual*) work hours, resulting in a loss of compensation. Additionally, Verizon would often require Plaintiff to work extended hours (beyond scheduled hours), without compensation. Further, Verizon would regularly contact Plaintiff outside of normal work hours (*i.e.*, "after hours" or during lunch) without compensation.
- Additionally, among other issues, Verizon has notice of Plaintiff, and others, working outside of their scheduled and/or reported hours, as well as *within* Meal and Rest Periods, but fails to provide any compensation for this work-time. Plaintiff was frequently scheduled to be "On Call" outside of when his work shifts ended, but was never compensated for this time. Further, Verizon failed to properly calculate and pay overtime at the actual overtime rate of pay, as Verizon ignores certain compensation when calculating the Regular Rate of Pay.

Failure to Provide Compliant Meal Periods

- Verizon failed to provide compliant Meal Periods or requisite Meal Period penalty payments, in violation of, *inter alia*, Labor Code sections 226.7, 512, and IWC Wage

Order 4, and/or any other applicable wage orders. For example, Verizon does not possess a legal Meal Period policy and makes no attempt to ensure that its employees are either timely or wholly provided Meal Periods. The employees would often either miss a Meal Period entirely, or be provided a short or untimely Meal Period. Whether or not an employee was provided a Meal Period was often contingent upon the how busy the employees were on a given day. As an example, Verizon Time Records (produced by Verizon) show that on October 9, 2024, Mr. Olande started a shift at 5:50 a.m. and then clocked out for a Meal Period at 11:15 a.m. On this date, Mr. Olande **worked a shift lasting 5 hours and 25 minutes** before receiving a Meal Period. (Please see **Exhibit A**). As a *second* example, Verizon Time Records (produced by Verizon) show that on November 20, 2024, Mr. Olande started a shift at 5:55 a.m. and then clocked out for a Meal Period at 11:00 a.m. On this date, Mr. Olande **worked a shift lasting 5 hours and 5 minutes** before receiving a Meal Period. (Please see **Exhibit B**). Further, no Meal Period penalty payment was ever made pursuant to these violations.

- Verizon would pressure its employees to either skip, or cut short, a Meal Period as employees were expected to respond to supervisors and/or customers at all times, Verizon has never provided a compliant Meal Period penalty payment to any employee as to the above referenced issues. Finally, on the rare occasions when employees *were* paid Meal Period penalties (*i.e.* California Meal Period Premiums), such payments do not “cure” the stated Labor Code violation under section 226.7. The California Supreme Court held that “An employer’s failure to provide an additional hour of pay does not form part of a section 226.7 violation, and an employer’s provision of an additional hour of pay does not excuse a section 226.7 violation. The failure to provide required meal and rest breaks is what triggers a violation of section 226.7.” *Kirby v. Immoos Fire Protection, Inc.* (2012) 53 Cal.4th 1244, 1256, italics added. Even more recently, a 2020 California Supreme Court ruling stated that, “The remedy for a Labor Code violation, through settlement or other means, is distinct from the fact of the violation itself. For example, employers can pay an additional hour of wages as a remedy for failing to provide meal and rest breaks. (§ 226.7, subd. (c).) But we have held that payment of this statutory remedy ‘does not excuse a section 226.7 violation.’” *Kim v. Reins International California, Inc.*, (2020) 9 Cal.5th 73. To be clear, payment of a Meal Period penalty to employees does not rectify the violation, it is in fact an admission of a Labor Code violation. Finally, Verizon failed to pay Meal Period Premiums at the proper rate, as Verizon fails to either (1) pay a full hours worth of pay, or (2) properly calculate the regular rate of pay for purposes of determining the premium rate owed. *Ferra v. Loews Hollywood Hotel, LLC*, (2021) 11 Cal.5th 858.
- Verizon required its employees to constantly monitor their cell phones and be “on-call” at all times, specifically during Meal Periods. On occasion, Verizon would interrupt, or cut short, its employees’ Meal Periods and require them to return to work.

- Verizon illegally retained control over its employees during Meal Periods. For example, Verizon required its employees to “remain on the premises,” and to remain “On Call” (*i.e.* monitor their phones) at all times, including during Meal Periods.

Failure to Provide Compliant Rest Periods

- Verizon failed to provide compliant Rest Periods or requisite Rest Period penalty payments, in violation of, *inter alia*, Labor Code sections 226.7, 512, and IWC Wage Order 4, and/or any other applicable wage orders. For example, Verizon does not possess a legal Rest Period policy, as its Rest Period policy lacks required language under California law. Verizon makes no attempt to ensure that its employees are either timely or wholly provided Rest Periods. The employees would often either miss a Rest Period entirely, be provided a short or untimely Rest Period, or be provided only one Rest Period, even when they were working in excess of 6.5 hours a day. Verizon would pressure its employees to either skip, or cut short, a Rest Period as employees were expected to respond to supervisors and/or customers at all times. Verizon has never provided a compliant Rest Period penalty payment to any employee as to the above referenced issues. Finally, on the rare occasions in which Verizon would provide a Rest Period penalty, it would pay said penalty at an improper (and *lesser*) rate, due to the failure to properly calculate the Regular Rate of Pay.
- Verizon required its employees to constantly monitor their cell phones and be “on-call” at all times, specifically during Rest Periods. On occasion, Verizon would interrupt, or cut short, its employees’ Rest Periods and require them to return to work. Plaintiff was required to respond to supervisors and/or residents Rest Periods.
- Finally, Verizon illegally retained control over its employees during Rest Periods. For example, Verizon required its employees to “remain on the premises,” and to remain “On Call” (*i.e.* monitor their telephones) at all times, including during Rest Periods.

Wage Statement Violations

- Verizon violated Labor Code section 226(a)(2) by failing to furnish an accurate showing of all hours worked at each hourly rate by the employee. Plaintiff and other employees were not compensated for all hours worked (due in part to Verizon’s requirement that employees list only *scheduled* work-times, not actual work-times.)

- Verizon violated Labor Code section 226(a)(5) by failing to furnish an accurate showing of the net wages earned by its employees. For example, Verizon (a) would not provide compensation for all hours and minutes worked, (b) would use an improper (and lesser) Overtime Rate of Pay, and (c) would fail to pay Meal and/or Rest Period penalties when due. Further, on the rare occasions in which Verizon would provide a Meal or Rest Period penalty, it would pay said penalty at an improper (and lesser) rate, due to the failure to properly calculate the Regular Rate of Pay.

- Verizon violated Labor Code section 226(a)(9) by failing to furnish an accurate showing of all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee. Verizon does not explain how its system describes “time worked” on the Wage Statement itself. As one example, for the pay period ending September 21, 2024, Verizon Wage Statements indicate Mr. Olande was paid for “1.93” Overtime hours. (Please see **Exhibit C**). As such, Plaintiff cannot “readily ascertain” what these figures mean. This is because Verizon is apparently using a time-calculating system other than “minutes,” but without explanation to the employees within the wage statement. As minutes are measured on a scale of 1 through 60, it is not apparent what these figures (*i.e.* “.93”) are meant to represent. Without an explanation for how these figures were arrived at, employees cannot “readily ascertain” their total hours worked. Therefore, Verizon failed to provide an accurate showing of the “total hours worked” by its employees pursuant to section 226(a)(2), due to all the aforesaid reasons.

- Verizon violated Labor Code section 226(a)(8) by failing to provide an accurate showing of the name of the legal entity that is the employer. For example, “Verizon Corp Rsres Group LLC” is listed on Mr. Olande’s Wage Statement as his employer (See **Exhibits A, B, and C**), however this “incorrect” listing is not listed with the California Secretary of State as a business entity, nor is it listed as a recognized D.B.A. with the San Diego County Records Office.

Failure to Provide Compliant Expense Reimbursement Payments

- Verizon failed to provide compliant expense reimbursement payments in violation of, *inter alia*, Labor Code section 2802, by failing to provide payments for expenses incurred by Plaintiff and other non-exempt employees, including expenses for cell-phone costs.

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Willful Failure to Provide All Compensation to Ex-Employees

- Verizon failed to provide all compensation upon termination of employment in violation of Labor Code sections 201-203 and 227.3, due, in part, to the fact that Verizon failed to provide proper compensation for all hours worked, and failed to pay full Meal or Rest Period penalties, as discussed above.

To confirm, Verizon is a "person" as defined within California Labor Code section 18.

Again, thank you for your assistance and instruction throughout this matter. Should you have any questions or comments, please do not hesitate to contact the undersigned.

Very Truly Yours,



Eric K. Yaeckel, Esq.

Via Certified U.S. Mail

CT Corporation System

Agent of Service of Process for
Verizon Connect, Inc.
330 N. Brand Blvd, Ste. 700
Glendale, CA 91203

VERIZON CONNECT, INC.

Human Resources Director
5055 North Point Parkway
Alpharetta, GA 30022

VERIZON CONNECT, INC.

Human Resources Director
9868 Scranton Rd
San Diego, CA 92121

CT Corporation System

Agent of Service of Process for
Verizon Communications, Inc.
28 Liberty Street
New York, NY 10005

CT Corporation System

Agent of Service of Process for

Verizon Corporate Resources Group, LLC

330 N. Brand Blvd, Ste. 700

Glendale, CA 91203

Exhibit A

Employee Name	Work Date	DayofWeek	ACTUAL_PUNCH	ELASPED_PUNCH	Hours	Time Code	Time Code Description
	9/6/2024	Friday	2:50 PM	3:00 PM	0.16666667	WRK	Work Hours
	9/6/2024	Friday	5:50 AM	10:00 AM	4.16666667	WRK	Work Hours
	9/6/2024	Friday	10:00 AM	11:00 AM	1	MBU	Meal Break Unpaid
	9/6/2024	Friday	11:00 AM	2:50 PM	3.83333333	WRK	Work Hours
	9/9/2024	Monday	2:55 PM	3:00 PM	0.08333333	WRK	Work Hours
	9/9/2024	Monday	5:55 AM	10:00 AM	4.08333333	WRK	Work Hours
	9/9/2024	Monday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	9/9/2024	Monday	11:00 AM	2:55 PM	3.91666667	WRK	Work Hours
	9/10/2024	Tuesday	2:45 PM	3:00 PM	0.25	WRK	Work Hours
	9/10/2024	Tuesday	5:45 AM	10:40 AM	4.91666667	WRK	Work Hours
	9/10/2024	Tuesday	10:40 AM	11:40 AM	1	UAT	Unallocated Time
	9/10/2024	Tuesday	11:40 AM	2:45 PM	3.08333333	WRK	Work Hours
	9/11/2024	Wednesday	2:50 PM	3:00 PM	0.16666667	WRK	Work Hours
	9/11/2024	Wednesday	5:50 AM	10:45 AM	4.91666667	WRK	Work Hours
	9/11/2024	Wednesday	10:45 AM	11:45 AM	1	UAT	Unallocated Time
	9/11/2024	Wednesday	11:45 AM	2:50 PM	3.08333333	WRK	Work Hours
	9/12/2024	Thursday	6:00 AM	10:00 AM	4	WRK	Work Hours
	9/12/2024	Thursday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	9/12/2024	Thursday	11:00 AM	3:00 PM	4	WRK	Work Hours
	9/13/2024	Friday	3:00 PM	4:26 PM	1.43333333	WRK	Work Hours
	9/13/2024	Friday	6:00 AM	10:00 AM	4	WRK	Work Hours
	9/13/2024	Friday	10:00 AM	11:00 AM	1	MBU	Meal Break Unpaid
	9/13/2024	Friday	11:00 AM	3:00 PM	4	WRK	Work Hours
	9/16/2024	Monday	8:00 AM	4:00 PM	8	VAC	Vacation
	9/17/2024	Tuesday	8:00 AM	4:00 PM	8	VAC	Vacation
	9/18/2024	Wednesday	8:00 AM	4:00 PM	8	VAC	Vacation
	9/19/2024	Thursday	8:00 AM	4:00 PM	8	VAC	Vacation
	9/20/2024	Friday	8:00 AM	4:00 PM	8	VAC	Vacation
	9/23/2024	Monday	6:00 AM	10:00 AM	4	WRK	Work Hours
	9/23/2024	Monday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	9/23/2024	Monday	11:00 AM	3:00 PM	4	WRK	Work Hours
	9/24/2024	Tuesday	2:50 PM	3:00 PM	0.16666667	WRK	Work Hours
	9/24/2024	Tuesday	5:50 AM	10:45 AM	4.91666667	WRK	Work Hours
	9/24/2024	Tuesday	10:45 AM	11:45 AM	1	UAT	Unallocated Time
	9/24/2024	Tuesday	11:45 AM	2:50 PM	3.08333333	WRK	Work Hours
	9/25/2024	Wednesday	2:55 PM	3:00 PM	0.08333333	WRK	Work Hours
	9/25/2024	Wednesday	5:55 AM	10:45 AM	4.83333333	WRK	Work Hours
	9/25/2024	Wednesday	10:45 AM	11:45 AM	1	UAT	Unallocated Time
	9/25/2024	Wednesday	11:45 AM	2:55 PM	3.16666667	WRK	Work Hours
	9/26/2024	Thursday	6:00 AM	10:00 AM	4	WRK	Work Hours
	9/26/2024	Thursday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	9/26/2024	Thursday	11:00 AM	3:00 PM	4	WRK	Work Hours
	9/27/2024	Friday	6:00 AM	10:00 AM	4	WRK	Work Hours
	9/27/2024	Friday	10:00 AM	11:00 AM	1	MBU	Meal Break Unpaid
	9/27/2024	Friday	11:00 AM	3:00 PM	4	WRK	Work Hours
	9/30/2024	Monday	6:00 AM	10:00 AM	4	WRK	Work Hours
	9/30/2024	Monday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	9/30/2024	Monday	11:00 AM	3:00 PM	4	WRK	Work Hours
	10/1/2024	Tuesday	2:50 PM	3:00 PM	0.16666667	WRK	Work Hours
	10/1/2024	Tuesday	5:50 AM	10:45 AM	4.91666667	WRK	Work Hours
	10/1/2024	Tuesday	10:45 AM	11:45 AM	1	UAT	Unallocated Time
	10/1/2024	Tuesday	11:45 AM	2:50 PM	3.08333333	WRK	Work Hours
	10/2/2024	Wednesday	6:00 AM	2:00 PM	8	VAC	Vacation
	10/3/2024	Thursday	6:00 AM	10:00 AM	4	WRK	Work Hours
	10/3/2024	Thursday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	10/3/2024	Thursday	11:00 AM	3:00 PM	4	WRK	Work Hours
	10/4/2024	Friday	6:00 AM	10:00 AM	4	WRK	Work Hours
	10/4/2024	Friday	10:00 AM	11:00 AM	1	MBU	Meal Break Unpaid
	10/4/2024	Friday	11:00 AM	3:00 PM	4	WRK	Work Hours
	10/7/2024	Monday	6:00 AM	10:00 AM	4	WRK	Work Hours
	10/7/2024	Monday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	10/7/2024	Monday	11:00 AM	3:00 PM	4	WRK	Work Hours
	10/8/2024	Tuesday	2:50 PM	3:00 PM	0.16666667	WRK	Work Hours
	10/8/2024	Tuesday	5:50 AM	10:45 AM	4.91666667	WRK	Work Hours
	10/8/2024	Tuesday	10:45 AM	11:45 AM	1	UAT	Unallocated Time
	10/8/2024	Tuesday	11:45 AM	2:50 PM	3.08333333	WRK	Work Hours
	10/9/2024	Wednesday	1:20 PM	1:30 PM	0.16666667	WRK	Work Hours
	10/9/2024	Wednesday	1:30 PM	3:00 PM	1.5	VAC	Vacation
	10/9/2024	Wednesday	5:50 AM	11:15 AM	5.41666667	WRK	Work Hours
	10/9/2024	Wednesday	11:15 AM	12:15 PM	1	UAT	Unallocated Time
	10/9/2024	Wednesday	12:15 PM	1:20 PM	1.08333333	WRK	Work Hours
	10/10/2024	Thursday	6:00 AM	10:00 AM	4	WRK	Work Hours
	10/10/2024	Thursday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	10/10/2024	Thursday	11:00 AM	3:00 PM	4	WRK	Work Hours
	10/11/2024	Friday	6:00 AM	10:00 AM	4	WRK	Work Hours
	10/11/2024	Friday	10:00 AM	11:00 AM	1	MBU	Meal Break Unpaid

Verizon Corp Rsres Group LLC
One Verizon Way
Basking Ridge NJ 07920
1-800-932-7947

Pay Group: V3 - Biweekly CA Mgt
Pay Begin Date: 10/06/2024
Pay End Date: 10/19/2024 - On-Line Check -
Advice #: 38375906
Advice Date: 10/25/2024

Employee: [REDACTED] CA State: [REDACTED]

HOURS AND EARNINGS						TAXES
Description	Rate	Current Hours	Earnings	YTD Hours	Earnings	
CURRENT PAY PERIOD: 10/06/2024-10/19/2024						
Regular Pay		78.16	2,420.97	1,316.08	40,337.90	
	30.974519					
OT Paid @ 1.5		0.75	34.85	12.85	584.96	
	46.461779					
TOTAL HOURS WORKED:		78.91		1,328.93		
Vacation		1.50	46.46	99.00	3,036.25	
	30.974519					
PRIOR PAY PERIOD: 08/01/2024-08/31/2024						
Comm Brdg			3,073.62		7,240.28	
YTD HISTORY:						
Medical - Refund					23.08	
Absence Time Unpaid				193.25		
STD No Pay				80.00		
Short Term Disability				80.00	2,477.96	
Absence Commission - 100%					1,538.40	
OT Adjustment 1.5x				2.50	18.45	
OT True Up @ 1.5				9.99	146.99	
OT True Up @ 2.0				8.25	84.52	
Holiday				40.00	1,217.34	
Commissions					20,873.65	
Personal Leave				39.50	1,216.73	
CA Personal Day Payout-Annual				0.50	15.04	
Sick Pay				18.00	557.55	
Sick Pay				22.00	661.57	
State Disability Offset					-1,509.00	
Stipend Pay					350.00	
Stock Together Award					2,724.34	
Total:			5,575.90		81,596.01	
BEFORE-TAX DEDUCTIONS			AFTER-TAX DEDUC			

MESSAGE:

Regular Pay: 10/06/24-10/19/24, Exception Pay: 10/06/24-10/19/24.

Exhibit B

Employee Name	Work_Date	DayofWeek	ACTUAL_PUNCH	ELAPSED_PUNCH	Hours	Time Code	Time Code Description
	11/13/2024	Wednesday	10:45 AM	11:45 AM	1	UAT	Unallocated Time
	11/13/2024	Wednesday	11:45 AM	2:55 PM	3.166666667	WRK	Work Hours
	11/14/2024	Thursday	2:55 PM	3:00 PM	0.083333333	WRK	Work Hours
	11/14/2024	Thursday	5:55 AM	10:00 AM	4.083333333	WRK	Work Hours
	11/14/2024	Thursday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	11/14/2024	Thursday	11:00 AM	2:55 PM	3.916666667	WRK	Work Hours
	11/15/2024	Friday	2:57 PM	3:00 PM	0.05	WRK	Work Hours
	11/15/2024	Friday	5:57 AM	10:00 AM	4.05	WRK	Work Hours
	11/15/2024	Friday	10:00 AM	11:00 AM	1	MBU	Meal Break Unpaid
	11/15/2024	Friday	11:00 AM	2:57 PM	3.95	WRK	Work Hours
	11/18/2024	Monday	2:58 PM	3:00 PM	0.033333333	WRK	Work Hours
	11/18/2024	Monday	5:58 AM	10:00 AM	4.033333333	WRK	Work Hours
	11/18/2024	Monday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	11/18/2024	Monday	11:00 AM	2:58 PM	3.966666667	WRK	Work Hours
	11/19/2024	Tuesday	2:50 PM	3:00 PM	0.166666667	WRK	Work Hours
	11/19/2024	Tuesday	5:50 AM	10:45 AM	4.916666667	WRK	Work Hours
	11/19/2024	Tuesday	10:45 AM	11:45 AM	1	UAT	Unallocated Time
	11/19/2024	Tuesday	11:45 AM	2:50 PM	3.083333333	WRK	Work Hours
	11/20/2024	Wednesday	1:00 PM	3:00 PM	2	VAC	Vacation
	11/20/2024	Wednesday	5:55 AM	11:00 AM	5.083333333	WRK	Work Hours
	11/20/2024	Wednesday	11:00 AM	12:00 PM	1	UAT	Unallocated Time
	11/20/2024	Wednesday	12:00 PM	12:55 PM	0.916666667	WRK	Work Hours
	11/20/2024	Wednesday	12:55 PM	1:00 PM	0.083333333	WRK	Work Hours
	11/21/2024	Thursday	2:55 PM	3:00 PM	0.083333333	WRK	Work Hours
	11/21/2024	Thursday	5:55 AM	10:00 AM	4.083333333	WRK	Work Hours
	11/21/2024	Thursday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	11/21/2024	Thursday	11:00 AM	2:55 PM	3.916666667	WRK	Work Hours
	11/22/2024	Friday	2:32 PM	3:00 PM	0.466666667	WRK	Work Hours
	11/22/2024	Friday	5:32 AM	10:00 AM	4.466666667	WRK	Work Hours
	11/22/2024	Friday	10:00 AM	11:00 AM	1	MBU	Meal Break Unpaid
	11/22/2024	Friday	11:00 AM	2:32 PM	3.533333333	WRK	Work Hours
	11/25/2024	Monday	2:57 PM	3:00 PM	0.05	WRK	Work Hours
	11/25/2024	Monday	5:57 AM	10:00 AM	4.05	WRK	Work Hours
	11/25/2024	Monday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	11/25/2024	Monday	11:00 AM	2:57 PM	3.95	WRK	Work Hours
	11/26/2024	Tuesday	2:55 PM	3:00 PM	0.083333333	WRK	Work Hours
	11/26/2024	Tuesday	5:55 AM	10:45 AM	4.833333333	WRK	Work Hours
	11/26/2024	Tuesday	10:45 AM	11:45 AM	1	UAT	Unallocated Time
	11/26/2024	Tuesday	11:45 AM	2:55 PM	3.166666667	WRK	Work Hours
	11/27/2024	Wednesday	6:00 AM	10:00 AM	4	WRK	Work Hours
	11/27/2024	Wednesday	10:00 AM	11:00 AM	1	UAT	Unallocated Time
	11/27/2024	Wednesday	11:00 AM	3:00 PM	4	WRK	Work Hours
	11/28/2024	Thursday	1:00 PM	5:00 PM	4	HOL	Holiday - Paid (not worked)
	11/28/2024	Thursday	6:00 AM	8:00 AM	2	UAT	Unallocated Time
	11/28/2024	Thursday	8:00 AM	12:00 PM	4	HOL	Holiday - Paid (not worked)
	11/28/2024	Thursday	12:00 PM	1:00 PM	1	MBU	Meal Break Unpaid
	11/29/2024	Friday	1:00 PM	5:00 PM	4	HOL	Holiday - Paid (not worked)
	11/29/2024	Friday	6:00 AM	8:00 AM	2	UAT	Unallocated Time
	11/29/2024	Friday	8:00 AM	12:00 PM	4	HOL	Holiday - Paid (not worked)
	11/29/2024	Friday	12:00 PM	1:00 PM	1	MBU	Meal Break Unpaid
	12/2/2024	Monday	1:00 PM	5:00 PM	4	WRK	Work Hours
	12/2/2024	Monday	8:00 AM	12:00 PM	4	WRK	Work Hours
	12/2/2024	Monday	12:00 PM	1:00 PM	1	MBU	Meal Break Unpaid
	12/3/2024	Tuesday	1:00 PM	5:00 PM	4	WRK	Work Hours
	12/3/2024	Tuesday	8:00 AM	12:00 PM	4	WRK	Work Hours
	12/3/2024	Tuesday	12:00 PM	1:00 PM	1	MBU	Meal Break Unpaid
	12/4/2024	Wednesday	1:00 PM	5:00 PM	4	WRK	Work Hours
	12/4/2024	Wednesday	8:00 AM	12:00 PM	4	WRK	Work Hours
	12/4/2024	Wednesday	12:00 PM	1:00 PM	1	MBU	Meal Break Unpaid
	12/5/2024	Thursday	1:00 PM	5:00 PM	4	WRK	Work Hours
	12/5/2024	Thursday	8:00 AM	12:00 PM	4	WRK	Work Hours
	12/5/2024	Thursday	12:00 PM	1:00 PM	1	MBU	Meal Break Unpaid

962 rows selected.

Verizon Corp Rsres Group LLC
One Verizon Way
Basking Ridge NJ 07920
1-800-932-7947

Pay Group: V3 - Biweekly CA Mgt
Pay Begin Date: 11/17/2024
Pay End Date: 11/30/2024
Advice #: 38450190
Advice Date: 12/06/2024
- On-Line Check -

		TAX DATA: Federal CA State

HOURS AND EARNINGS						TAXES
Description	Rate	Current Hours	Current Earnings	YTD Hours	YTD Earnings	
CURRENT PAY PERIOD: 11/17/2024-11/30/2024						
Regular Pay		62.00	1,920.42	1,470.08	45,107.98	
	30.974519					
OT Paid @ 1.5		0.96	44.60	14.80	675.56	
	46.461779					
TOTAL HOURS WORKED:		62.96		1,484.88		
Holiday		16.00	495.59	56.00	1,712.93	
	30.974519					
Vacation		2.00	61.95	157.00	4,832.78	
	30.974519					
YTD HISTORY:						
Medical - Refund					23.08	
Absence Time Paid				4.00	123.90	
Absence Time Unpaid				193.75		
Comm Brdg					7,240.28	
STD No Pay				80.00		
Short Term Disability				80.00	2,477.96	
Absence Commission - 100%					1,538.40	
OT Adjustment 1.5x				2.50	18.45	
OT True Up @ 1.5				12.93	166.47	
OT True Up @ 2.0				8.25	84.52	
Commissions					23,197.48	
Personal Leave				47.50	1,464.53	
CA Personal Day Payout-Annual				0.50	15.04	
Sick Pay				18.00	557.55	
Sick Pay				22.00	661.57	
State Disability Offset					-1,509.00	
Stipend Pay					350.00	
Stock Together Award					2,724.34	
Total:			2,522.56		91,463.82	

BEFORE-TAX DEDUCTIONS			AFTER-TAX DEDUCTIONS			EMPLOYER PAID BENEFITS		
Description	Current	YTD	Description	Current	YTD	Description	Current	YTD
Total:	156.73	3,604.79	Total:	151.35	7,089.72	*Taxable		

MESSAGE:

Regular Pay: 11/17/24-11/30/24; Exception Pay: 11/17/24-11/30/24;

Exhibit C

Verizon Corp Rsrcs Group LLC
One Verizon Way
Basking Ridge NJ 07920
1-800-932-7947

Pay Group: V3 - Biweekly CA Mgt
Pay Begin Date: 09/08/2024
Pay End Date: 09/21/2024 - On-Line Check -
Advice #: 38327130
Advice Date: 09/27/2024

		TAX DATA:	Federal	CA State
		Adm. Amt:	0	0

HOURS AND EARNINGS						TAXES	
Description	Rate	Current Hours	Earnings	Hours	YTD Earnings		
CURRENT PAY PERIOD:							
09/08/2024-09/21/2024							
Regular Pay		80.00	2,477.96	1,165.92	35,686.77		
	30.974519						
OT Paid @ 1.5		1.93	89.67	11.68	530.60		
	46.461779						
TOTAL HOURS WORKED:		81.93		1,177.60			
YTD HISTORY:							
Medical - Refund					23.08		
Absence Time Unpaid				193.25			
Comm Brdg					4,166.66		
STD No Pay				80.00			
Short Term Disability				80.00	2,477.96		
Absence Commission - 100%					1,538.40		
OT Adjustment 1.5x				2.50	18.45		
OT True Up @ 1.5				9.99	146.99		
OT True Up @ 2.0				8.25	84.52		
Holiday				40.00	1,217.34		
Commissions					20,873.65		
Personal Leave				39.50	1,216.73		
CA Personal Day Payout-Annual				0.50	15.04		
Sick Pay				18.00	557.55		
Sick Pay				22.00	661.57		
State Disability Offset					-1,509.00		
Stipend Pay					350.00		
Stock Together Award					2,724.34		
Vacation				89.50	2,741.99		
Total:			2,567.63		73,522.64		
BEFORE-TAX DEDUCTIONS			AFTER-TAX DEDUCTIONS				
						</	